

2006 -07 ANNUAL PUBLIC FILE EEO REPORT

KTMD - 47

1. Full-time vacancies summary for current reporting period:

- a. Assignments Editor
- b. Reporter
- c. Manager, Broadcast Technology
- d. Sales Manager
- e. Cut-Ins Anchor / Reporter
- f. Photojournalist
- g. Human Resources Manager
- h. Sales Assistant

See attached Data Forms for details on recruitment.

2. A total of 26 interviewees were interviewed for the aforementioned job vacancies during the period of April 1, 2006 to March 31, 2007.

3. Referral Summary Matrix:

Name of Recruitment Source	Total Number Of Interviewees Referred
Amerca's Job Bank	
GE Careers Website	5
Internal Candidate	4
Internal Referral	2
KTMD Internships	1
KTMD Job Hotline	
KTMD On-Air Job Promotions	
Monster.com	
National Association of Hispanic Journalists	
NBC Career Website	12
Houston Chronicles	
Conexion	
Texas Association of Broadcasters	
Texasjobbank.com	
Yoh Managed Staffing	2

4. Broad Outreach Summary:

- a. In addition to the local outreach advertisement provided with the above noted jobs (local paper, job line, company website, etc.), all postings placed on the NBCU website are automatically routed to National Job Bank.
- b. Enrique Caballero, HR Director, posted public notice looking for recruiting sources in the community of Houston Chronicle News. No response from interested local agencies or groups.
- c. Marcelo Marini, Director of Community Affairs, coordinated KTMD-47's participation in the 20th annual Houston Career and Education Day in April. Topics of discussion for the day were Importance of Education, Opportunities for Scholarship and general Career Advice.
- d. Enrique Caballero attended annual National Hispanic Association of Journalist (NAHJ) Career Expo on June to recruit news talent.
- e. Enrique Caballero, HR Director, participated on NBCU's Leadership Panel at the annual NAHJ Career Expo on June to help educate aspiring journalists how to "Break into Management."
- f. Enrique Caballero, HR Director, conducted Career Advancement Training for Leadership team to help guide them in supporting their employees during the self-assessment process and to help develop their careers.
- g. Enrique Caballero, HR Director, conducted Career Advancement Training to employees to help guide them in self-assessment and career planning within KTMD and NBC Company.
- h. Andres Astralaga, Margie Reid-Garcia and Daniel Owens attended an Imagen Foundation Career Fair (an entertainment industry job fair to promote diverse hiring) Saturday, January 27, 2007 in Los Angeles.
- i. Art Sobarzo, Creative Services Director, sponsored 1 intern during his annual internship program for the time period of January to May 2006.
- j. Marcelo Marini, Community Affairs Director, sponsored 1 Intern during his annual internship program for the time period of January to May 2006.
- k. Gabriela Gonzalez-Carmona, KVDA Office Manager, represented Telemundo TV stations for San Antonio (KVDA) and Houston (KTMD) at the TAB Career Expo for possible recruitment opportunities.
- l. Enrique Caballero, HR Director, conducted a self-assessment of outreach initiatives during the completion of this report for potential corrective action. As a result of its self-assessment of its EEO efforts, the Station has decided as an action item in the coming year to identify and develop a list of Organizations and Educational Institutions (listed below) to which it will send job notices regardless of whether those organizations have responded to the newspaper ads by requesting job notices.

Local Community Non-Profits

- i. A New Life
- ii. Christian Community Service Center
- iii. The Telecom Opportunity Institute
- iv. Houston Are Women's center
- v. Skills for Living
- vi. The Women's Home

EDUCATIONAL INSTITUTIONS

- vii. Houston Community College
- viii. Texas Southern University
- ix. University of Houston
- x. University of St. Thomas

JOB VACANCY

RECRUITMENT SOURCE DATA FORM (To Be Attached to Annual Public File EEO Report)

Station: KTMD - 47

Job Title: Assignments Editor

Recruitment Source
That Referred

Ultimate Hiree (if Any): No Hire

Total Number of
Interviewees: 2

GE Company www.gecareers.com	KTMD Internships	Houston Chronicle 713-362-3341
NBC Career Opportunities www.nbcjobs.com	KTMD Website www.ktmd.com	America's Job Bank www.ajb.org
Internal Referrals	KTMD Main Number / Job Line 713-243-7759	Texas Association of Broadcasters www.tab.org
Internal Applicants	Yoh Managed Staffing (305) 889-7034	National Association of Hispanic Journalists www.nahj.org
Texas Job Bank www.texasjobbank.com		Monster www.monster.com

**JOB VACANCY
INTERVIEWEE DATA FORM
(To be maintained in Station's Private Files Until Next Renewal)**

Station: KTMD - 47

Job Title: REPORTER

Date Job Filled: 5/5/06

Recruitment Source

That Referred

Ultimate Hiree (if Any): Internal Referral (1), NBC Web (2), Total Number of
Interviewees: 3

GE Company www.gecareers.com	KTMD Internships	Houston Chronicle 713-362-3341
NBC Career Opportunities www.nbcjobs.com	KTMD Website www.ktmd.com	America's Job Bank www.ajb.org
Internal Referrals	KTMD Main Number / Job Line 713-243-7759	Texas Association of Broadcasters www.tab.org
Internal Applicants	Yoh Managed Staffing (305) 889-7034	National Association of Hispanic Journalists www.nahj.org
Texas Job Bank www.texasjobbank.com		Monster www.monster.com

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KTMD - 47

Job Title: Manager, Broadcast Technology

Date Job Filled: 06/26/2006

Recruitment Source
That Referred

Ultimate Hire: NBC Website

Interviewees: 6

GE Company www.gecareers.com	KTMD Internships	Houston Chronicle 713-362-3341
NBC Career Opportunities www.nbcjobs.com	KTMD Website www.ktmd.com	America's Job Bank www.ajb.org
Internal Referrals	KTMD Main Number / Job Line 713-243-7759	Texas Association of Broadcasters www.tab.org
Internal Applicants	Yoh Managed Staffing (305) 889-7034	National Association of Hispanic Journalists www.nahj.org
Texas Job Bank www.texasjobbank.com		Monster www.monster.com

**JOB VACANCY
INTERVIEWEE DATA FORM
(To be maintained in Station's Private Files Until Next Renewal)**

Station: KTMD - 47

Job Title: Sales Manager

Date Job Filled: First Opened 9/06 Not Filled – Second Opened Jan 07 (filled)

Recruitment Source
That Referred

Ultimate Hiree (if Any): NBC Website

Total Number of
Interviewees: 4

GE Company www.gecareers.com	KTMD Internships	Houston Chronicle 713-362-3341
NBC Career Opportunities www.nbcjobs.com	KTMD Website www.ktmd.com	America's Job Bank www.ajb.org
Internal Referrals	KTMD Main Number / Job Line 713-243-7759	Texas Association of Broadcasters www.tab.org
Internal Applicants	Yoh Managed Staffing (305) 889-7034	National Association of Hispanic Journalists www.nahj.org
Texas Job Bank www.texasjobbank.com		Monster www.monster.com

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KTMD - 47

Job Title: Cut-Ins Anchor / Reporter

Date Job Filled: 10/19/2006

Total Number of
Interviewees: 4

GE Company www.gecareers.com	KTMD Internships	Houston Chronicle 713-362-3341
NBC Career Opportunities www.nbcjobs.com	KTMD Website www.ktmd.com	America's Job Bank www.ajb.org
Internal Referrals	KTMD Main Number / Job Line 713-243-7759	Texas Association of Broadcasters www.tab.org
Internal Applicants	Yoh Managed Staffing (305) 889-7034	National Association of Hispanic Journalists www.nahj.org
Texas Job Bank www.texasjobbank.com		Monster www.monster.com

**JOB VACANCY
INTERVIEWEE DATA FORM
(To be maintained in Station's Private Files Until Next Renewal)**

Station: KTMD - 47

Job Title: Photojournalist

Date Job Filled: 10/20/2006

Total Number of
Interviewees: 3

GE Company www.gecareers.com	KTMD Internships	Houston Chronicle 713-362-3341
NBC Career Opportunities www.nbcjobs.com	KTMD Website www.ktmd.com	America's Job Bank www.ajb.org
Internal Referrals	KTMD Main Number / Job Line 713-243-7759	Texas Association of Broadcasters www.tab.org
Internal Applicants	Yoh Managed Staffing (305) 889-7034	National Association of Hispanic Journalists www.nahj.org
Texas Job Bank www.texasjobbank.com		Monster www.monster.com

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KTMD - 47

Job Title: Human Resources Manager

Date Job Filled: 01/26/2007

Total Number of
Interviewees: 4

Recruitment Source
That Referred
Ultimate Hire: GE NBC Internal

GE Company www.gecareers.com	KTMD Internships	Houston Chronicle 713-362-3341
NBC Career Opportunities www.nbcjobs.com	KTMD Website www.ktmd.com	America's Job Bank www.ajb.org
Internal Referrals	KTMD Main Number / Job Line 713-243-7759	Texas Association of Broadcasters www.tab.org
Internal Applicants	Yoh Managed Staffing (305) 889-7034	National Association of Hispanic Journalists www.nahj.org
Texas Job Bank www.texasjobbank.com		Monster www.monster.com

**JOB VACANCY
INTERVIEWEE DATA FORM
(To be maintained in Station's Private Files Until Next Renewal)**

Station: KTMD - 47

Job Title: Sales Assistant

Date Job Filled: 03/19/2007

Recruitment Source
That Referred

Ultimate Hiree (if Any): Internal Yoh Candidate (1)

Total Number of
Interviewees: 1

GE Company www.gecareers.com	KTMD Internships	Houston Chronicle 713-362-3341
NBC Career Opportunities www.nbcjobs.com	KTMD Website www.ktmd.com	America's Job Bank www.ajb.org
Internal Referrals	KTMD Main Number / Job Line 713-243-7759	Texas Association of Broadcasters www.tab.org
Internal Applicants	Yoh Managed Staffing (305) 889-7034	National Association of Hispanic Journalists www.nahj.org
Texas Job Bank www.texasjobbank.com		Monster www.monster.com

**FCC FORM 396
EXHIBIT 3
NARRATIVE DESCRIPTION OF OUTREACH EFFORTS
APRIL 06 TO MARCH 07**

**NBC TELEMUNDO LICENSE CO.
STATION KTMD(TV)
HOUSTON / GALVESTON, TEXAS
FACILITY ID NO. 49330**

EXHIBIT 3

NARRATIVE DESCRIPTION OF RECRUITING AND OUTREACH EFFORTS

As evidenced by its substantial and ongoing recruitment and outreach efforts during the reporting period¹, Station KTMD(TV) ("KTMD" on the "Station") is committed to equal employment opportunity and diversity and has satisfied each of the three prongs of the FCC's EEO program requirements during the reporting period.

PRONG 1 – Recruitment for Full-Time Vacancies

As reflected in the annual public file reports for 2006 submitted as Exhibit 2 hereto, KTMD has engaged in recruitment for its full-time vacancies and has widely disseminated information concerning these vacancies, including to recruiting sources reasonably calculated to reach the entire community. When KTMD has job openings, it also reaches a very large potential applicant pool by running on-air announcements three to five times per week adjacent to various newscasts, referring individuals to both the Station's website (www.ktmd.com) and the NBC Career Opportunities website (www.nbcjobs.com) for information on current job openings. KTMD's website also refers applicants to the NBC Career Opportunities website and directs applicants to search that website with the keyword "Telemundo", which will produce a listing of job openings in all of the Telemundo owned and operated television stations. In addition, KTMD regularly posts job openings on the General Electric careers website (www.gecareers.com), with the Texas Job Bank website (www.jobsearch.org/TX) and on Monster.com (www.monster.com). The Station also regularly advertises such job openings in The Houston Chronicle and runs the KTMD Job Hotline at (713)243-7759. For positions in the engineering, news, and sales departments, The Station also posts follow-up notices on the websites of the Texas Broadcasters Association (www.tag.org) and the National Association of Hispanics Journalists (www.nahj.org) if it does not receive sufficient applications from its initial recruitment efforts.

PRONG 2 – Notification to Community Groups and Recruiting Organizations

The Station widely disseminates information locally concerning its job openings by advertising such openings in The Houston Chronicle and running on-air announcements. Although the Station has not received responses from any interested organizations in response to ads, it plans to run the advertisement during 2007. Further, as a result on its self-assessment of its EEO efforts in prior years, the Station has decided as an action item in the coming year to continue developing the list of community organizations to which it will continue to send job notices regardless of whether those organizations have responded to the newspaper ads by requesting job notices. To that end, the Station will continue to develop this list in the coming year:

A New Life

Christian Community Service Center

The Telecom Opportunity Institute

¹ The reporting period addressed in this Narrative Statement covers the period April 2005 to March 2007.

Houston Area Women's center
Skills for Living
The Women's Home
Houston Community College
Texas Southern University
University of Houston
University of St. Thomas

The Station also reaches a large pool of potential applicants by posting open positions on well-established websites run by recruiting organizations, such as Texas' Job Bank (www.jobsearch.org/TX) and Monster, which operates the leading online global career network (www.monster.com). As noted above, KTMD also posts all open positions on the Station's website (www.ktmd.com), the NBC Career Opportunities website (www.nbcjobs.com), and on www.gecareers.com. All on-line advertisements direct candidates to the www.nbcjobs.com website to submit an application.

PRONG 3 – RECRUITMENT / OUTREACH INITIATIVES

The Commission's EEO regulations require KTMD to undertake 4 recruitment/outreach initiatives during each two years period. KTMD has undertaken the following longer-term recruitment / outreach initiatives during the reporting period (April 05 – March 07), which satisfy Prong 3 of the FCC's EEO program requirements:

JOB FAIR PARTICIPATION

KTMD personnel regularly participate in minority job fairs and events:

Marcelo Marini, Director of Community Affairs, coordinated KTMD-47's participation in the 20th annual Houston Career and Education Day in April. Topics of discussion for the day were Importance of Education, Opportunities for Scholarship and general Career Advice.

Gabriela Gonzalez-Carmona, KVDA Office Manager, represented Telemundo TV stations for San Antonio (KVDA) and Houston (KTMD) at the TAB Career Expo for possible recruitment opportunities.

On September 14, 2005, Enrique Caballero, Human Resources Director, and Marcelo Marini, Community Affairs Director, attended the "Challenging Face of Education" event sponsored by the Harris County Education Foundation and covered by the Station as both a news event and an outreach initiative to connect with area teachers and students.

From June 15 through June 17th, 2005, Roel Medina, Vice President and General manager, Enrique Caballero, Human Resources Director, and Chris Pena, News Director, attended the annual National Hispanic Association of Journalists' Career Exp to recruit news talent. On June 16, 2005, Mr. Caballero participated on NBC

Universal's Leadership Panel at this Career Expo to help aspiring journalists learn how to launch management careers.

On April 19, 2005, Marcelo Marini, Director of Community Affairs, coordinated KTMD's participation in the 19th annual Houston Career and Education Day, where he educated parents and children on the importance of education, opportunities for scholarships and general career advice.

STUDENT CAREER DEVELOPMENT

In April 2005, Alfredo Sanchez, Producer, who also teaches journalism at the University of Houston, sponsored a tour of KTMD for his students and introduced them to Roel Medina, Vice President and General Manager of KTMD.

JOB FAIR HOSTING

As part of the Station's Spring 2005 preparation for its summer internship program, Enrique Caballero, Human Resources Director, and Alfredo Sanchez, Producer, hosted an Intern Fair at KTMD, in which a number of intern applicants from a variety of area colleges and universities participated.

INTERNSHIP PROGRAMS

Art Sobarzo, Creative Services Director, sponsored 1 intern during his annual internship program for the time period of January to May 2006.

Marcelo Marini, Community Affairs Director, sponsored 1 Intern during his annual internship program for the time period of January to May 2006.

As part of KTMD's annual summer internship in 2005, Chris Pena, News Director, sponsored ten interns from a number of area schools, including six from the University of Houston, one from Texas State, one from St Thomas University and two from Houston Community College.

SCHOLARSHIP PROGRAMS

On May 24, 2005, Marcelo Marini, representing KTMD in its partnership with Royce Builders, presented 53 scholarships worth \$2,500 each to area minority students to help offset tuition costs for their college educations. The \$132,500 in scholarships was collected from promotions delivered by KTMD and special fund-raising events, such as a golf tournament held on April 13, 2005.

INTERNAL MANAGEMENT/CAREER ADVANCEMENT TRAINING AND MENTORING

Art Sobrazo, Creative Services Director, and Todd Taylor, Technology Manager, were selected to attend NBC's Building Essential Leadership Skills course, which they attended on March 21-24, 2006 in Dallas TX.

Chris Pena, News Director, was selected to attend NBC's Building Essential Leadership Skills Course, which he attended on January 24-27, 2006, in Los Angeles, CA.

Enrique Caballero, HR Director, conducted Career Advancement Training for the leadership team to help guide them in supporting their employees during the self-assessment process and to help develop their careers. Mr. Caballero also conducted Career Advancement Training to employees to help guide them in self-assessment and career planning within KTMD and NBC Company.

Greg Cervantes, Sales Manager, was selected to participate in the first GE Sales Leadership Conference, a program designed to promote leadership skills and help the company retain talented employees. He attended the conference on October 23-25, 2005

Two newsroom employees attended career development seminars help in connection with the annual National Hispanic Association of Journalists' Career Expo held from June 15 through June 17, 2005.

In January 2005, Dominic Fails, General Sales Manager, Greg Cervantes, Sales Manager, and Ramiro Lopez, Sales manager, attended the Texas Association of Broadcasters' legislative conference in Austin to learn about legislative and regulatory developments in the broadcast field.

Enrique Caballero attended annual National Hispanic Association of Journalist (NAHJ) Career Expo on June 2006 to recruit news talent.